



NT Temps Inc.

a subsidiary of Knowledge Enterprise Resource Development Corporation

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Manager 12/01/2013	Manager 12/01/2013	Manager 12/01/2013	12/01/2014
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		Manager 11/13/2015	12/31/2016
	Manager 6/22/2016	JHSC 7/26/2016	12/31/2017
		CEO 11/22/2016	12/31/2017
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		CEO 12/8/2017	12/31/2018
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Workplace Violence and Harassment Policy

NT Temps Inc. is committed to maintaining a safe and healthy work environment for employees, visitors and clients. We will not tolerate behaviour that intimidates, threatens, harasses, abuses, injures or otherwise victimizes our employees and will take whatever steps are appropriate and reasonable to protect our employees from potential risks associated with workplace violence and harassment, including sexual harassment.

Workplace violence and harassment, are serious issues that affect all business sectors and occupations. It affects the safety and security of every employee and employer. When someone experiences violence or harassment in the workplace, it can undermine their sense of personal dignity, prevent them from earning a living, doing their job effectively and reaching their full potential.

Employer Commitment

The management and staff of NT Temps Inc. are committed to promoting a safe and healthy work environment and protecting employees from workplace violence and harassment. We will ensure that appropriate procedures are in place to minimize the risk to our employees from violence and harassment, and that employees are trained in recognizing and responding to situations involving workplace violence and harassment. As well, we will ensure that staff members are aware of their rights and responsibilities as they relate to prevention of workplace violence and harassment. NT Temps Inc. will ensure incidents of workplace violence and harassment are investigated.

Employee Commitment

It is the responsibility of each employee to be aware of and follow procedures that are in place to protect them from workplace violence and harassment. Employees are required to immediately report all incidents of workplace violence and harassment to their work site supervisor and to NT Temps Inc. Employees will not be penalized, reprimanded or in any way criticized when acting in good faith by bringing forward a complaint or providing information regarding a complaint or incident of workplace violence or harassment.



/Martin Kuzma CEO

January 2024